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SIXTH REPORT

OF THE

PAKISTAN PUBLIC SERVICE COMMISSION

FOR THE PERIOD

1st January to 31st December, 1954

PRINTED BY THE MANAGER, GOVERNMENT OF PAKISTAN PRESS, KARACHI
PUBLISHED BY THE MANAGER OF PUBLICATIONS, KARACHI : 1957
Price : *Re.* 1

ERRATA

1. *Read* 'Psy-' for the words 'psy' occurring in 4th line of para. 6 on page 2.
2. *Read* 'available' and 'published' for the words 'avainable' and 'publbished' respectively, occurring in first line on page 5. Insert bar (|) at the end.
3. *Read* 'opinion' for the word 'opinon' occurring in 7th line of para. 42 on page 11.
4. *Read* 'until' for the word 'untill' occurring in 4th line of last sub-para. on page 24.

~~*Price: Anna 1*~~

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ƧIXTH ANNUAL REPORT OF THE PAKISTAN PUBLIC SERVICE COMMISSION FOR THE PERIOD 1ST JANUARY TO 31st DECEMBER, 1954

INTRODUCTION

In accordance with the decision taken by the Pakistan Public ;ervice Commission, in consultation with Government, to publish ınnual reports, the Commission present their sixth Annual Report for he year 1954. This is in keeping with the desire of the Commission to :ake the public into confidence as stated in para. 1 of their fourth report or the year 1952.

FUNCTIONS OF THE COMMISSION

2. There was no change in the functions of the Commission as laid lown in section 266 of the Government of India Act, 1935, as adapted by ?akistan (Provisional Constitution) Order, 1947, *viz.,* to advise the ;overnor General in all matters relating to recruitment, promotion and liscipline of Government officers, etc., etc.

PERSONNEL

3. During the year under review, the Commission consisted of the 'ollowing Members.—

Mr. Zakir Husain	Chairman.
Mr. U. Kramet	Member.
Wazirzada Sardar Gul Mohammad Khan	Member.

4. *Staff*.—Mr. D. Stanton Ife, C. S. P., remained Secretary to the Commission upto 3rd November, 1954 (Forenoon).

Mr. S. F. Meerza, C. S. P. (Retired) took over charge as Secretary o the Commission on 3rd November, 1954 (Forenoon) *vice* Mr. D. S. fe transferred to the Cabinet Secretariat (Establishment Division) as)fficer on Special Duty.

Mr. Sardar Ahmad continued as Assistant Secretary and Khan ;ahadur Fazle Elahi Quraishi as Officer on Special Duty during the ear.

Agha Iftikhar Hosain was Officer on Special Duty except for the eriod from 1st October, 1954 to 30th November,, 1954, when he was ppointed to officiate as Assistant Secretary of the Commission *vice* Mr. ardar Ahmad, Assistant Secretary, who was granted leave.

Mr. Anwarul Hasan Quraishi, a permanent Superintendent, was ppointed as Officer on Special Duty from 1st October, 1954 to 30th lovember, 1954 *vice* Agha Iftikhar Hosain, Officer on Special Duty.

Mr. S. Mahmud Ahmad, Officer on Special Duty, relinquished harge of his duties in this office on the forenoon of 1st March, 1954, on is transfer to the Ministry of Food and Agriculture (Food Division) s Under Secretary.

On completion of his term of deputation to the United States of merica, Mr. Rafi-uz-Zaman Khan resumed charge of the post of Psyhologist, Pakistan Public Service Commission, on 28th July, 1954, and ontinued as such during the year.

The Ministerial and Class IV staff at the end of December, 1954 con sisted of the following:—

1.	Superintendents	4
2.	Assistant-in-Charge	1
3.	Assistants	29
4.	Upper Division Clerks	4
5.	Lower Division Clerks	32
6.	Confidential Assistants	3
7.	Stenographers	4
8.	Stenotypists	2
9.	Record Sorters/Daftries	7
10.	Jamadars	4
11.	Peons (including Farash and Chowkidar)	19
12.	Sweepers	2

5. *Branch Offices.*—Two Branch Offices of the Commission continu to function one each at Dacca and Lahore. The strength of the Dac Branch office was 1 Superintendent, 1 Nazir, 1 Clerk|Typist and 1 Pe The Lahore Branch consisted of 1 Junior Clerk and 1 Peon.

6. Commission's office remained under-staffed throughout the ye on the supervisory side as well as the ministerial side. On the super sory side, all Branch Officers of the Commission worked under hea pressure holding charge of two or three Branches at a time. The ps chologist of the Commission had to be given charge of some branches order to relieve the existing Branch officers of a part of their abnorm burden. The transfer of Mr. S. Mahmud Ahmad, Officer on Spec Duty, brought great strain upon the other Branch officers because t Branches which were under his charge had to be distributed among t remaining Branch officers.

Similarly, the Commission's office remained short of ministerial st and all Branches of the Commission continued to work at high pressu The Commission are strongly of the view that they must have adequ staff to be able to get through every stage of their Examination|Recru ment work expeditiously. The strength of the staff required for su purposes cannot be correctly estimated by normal standards and Commission feel that any staff judged by them to be necessary sho be provided promptly. The Commission hope that the situation mi ease and delays avoided as soon as the additional staff required sanctioned by Government. In this connection, the Commission wo also invite attention to para. 3 of their fifth report for the year 1953 which it was pointed out that the Commission considered that, for purpose of maintaining a high standard of efficiency in the office of Commission, the status and scales of pay for their staff should at le be the same as those for the Central Secretariat. The Commissi accordingly, moved Government for sanctioning the same, but no fi orders were received.

It may be mentioned that the staff of the Union Public Ser Commission, India, was placed on the same footing as the staff of Central Government long ago. Similarly, with regard to the num

of their officers and ministerial staff, the Union Public Service Commission (India) are placed much more happily. They have got a whole-time Deputy Secretary to deal with 'Disciplinary Cases' only. Besides, they have got a number of Deputy Secretaries and Under Secretaries. Their Secretary enjoys the status of a Joint Secretary to the Government. Their Superintendents are all Gazetted Officers and are designated as Section Officers (50 per cent. as Superintendent Class I and 50 per cent. as Assistant Superintendent Class II).

OFFICE ACCOMMODATION

7. The Commission's office continued in the Hindu Gymkhana Building. The construction of new temporary rooms, that was started in 1953, was completed in 1954, and one more room was added on the 1st floor with hard board and asbestos sheets. A reception room outside the 'IN GATE' was also constructed. The accommodation available for the staff and officers of the Commission is grossly insufficient and falls far short of their actual requirements and the staff has to work under sub-human conditions.

REVENUE RECEIPTS AND EXPENDITURE

8. The total receipts and expenditure during the financial year 1954-55 were as follows :—

RECEIPTS : **Rs. 53,000.**

EXPENDITURE :—

	Rs.
(A) Pay of Officers ...	1,51,600
(B) Pay of Establishment ...	1,66,300
(C) Allowances and Honoraria ...	90,300
(D) Other Charges ...	91,800
(E) Charges in England ...	13,000
Total ...	5,13,000

RECEIPTS AND ISSUES

9. 46287 letters were received and 36925 were issued during the year under report.

COMPETITIVE EXAMINATIONS AND TESTS, ETC.

10. The important examinations held by the Commission were those for the Central Superior Services, the Central Engineering Services, the Survey of Pakistan (Class I and II) Services, and the Mercantile Marine Training. Besides these important examinations, a number of tests and probationers examinations were also conducted by the Commission, *viz.*, the Civil Service of Pakistan Probationers (Final Passing Out) Examination, the Pakistan Foreign Service Probationers (Final Passing Out) Examination and the Police Service of Pakistan Probationers (Final

Passing Out) Examination ; the monthly typewriting tests and the pro ficiency tests of Clerks, Assistants, Stenotypists and Stenographers. A detailed description of all these examinations and tests is give below :—

CENTRAL SUPERIOR SERVICES EXAMINATION

11. In pursuance of the Commission's decision to advance the dat of the Central Superior Services Examination, the examination in 195 was held from 4th January, 1954 to 20th January, 1954. The next exa mination, which would otherwise have been held in January, 1955, was in accordance with this decision, held from 1st December, 1954 to 23r December, 1954.

12. The results of the written part of the examination held in January, 1954, were announced on 5th April, 1954 and the *viva voce* Tests of the candidates who were declared to have qualified therein, wer held from 25th April, 1954 to 29th April, 1954, at Lahore ; 10th May, 195 to 14th May, 1954, at Karachi, and 24th May, 1954 to 27th May, 1954 a Dacca. At the London centre, the candidates were interviewed on 25tl May, 1954. There was no candidate from the Washington centre *Appendix I* shows the constitution of the *viva voce* Boards convened at each centre and the number of candidates interviewed each day.

13. In order to achieve uniformity in the standard of assessment o the candidates at the *viva voce* Tests at all the centres, one of the Members of the Commission (Mr. U. Kramet) visited London and pre sided over the *viva voce* Board convened there. Out of a total of 1 candidates who appeared at the London Centre, 5 qualified in the written examination and were called for the *viva voce* Test. Ultimate ly four candidates qualified for appointment.

14. In all 631 candidates applied for admission to the (January) examination, but only 422 actually appeared. Out of them 134 qualified in the written part of the examination. The qualifying mark in thi examination was fixed at 450 out of a maximum of 1050 (*i.e.*, slightly below 43%) as against 420 which had been fixed in most of the examina tions held previously. Finally, 81 candidates qualified for 70 vacancies Detailed information regarding the actual appointments made on the results of this examination was not received till the close of the yea under review.

15. Since 1951 the Commission have been holding psychological test of the candidates who are called for the *viva voce* Tests. During the year under review, the Commission's Psychologist was away in the U. S. A. on a fellowship. In his absence, the services of Dr. M. Ajmal M.A., Ph. D., Reader in Psychology, Government College, Lahore, were secured to conduct these tests at all the centres in Pakistan. He wa assisted by a local Psychologist at each centre in Pakistan. At Karachi Mrs. Surraya Rahmatullah assisted him. At Dacca, Dr. Ghulam Jilani M. A., Ph. D. (London), Professor and Head of the Department o Philosophy and Psychology, Dacca University, helped in carrying ou the psychological tests, and at Lahore, Dr. Randolph C. Sailer, M. A Ph. D. (Columbia), Forman Christian College, Lahore, was associated with this work. The results proved very helpful and the Commissio decided to continue the practice of associating a local Psychologist i future.

The Commission have also had under consideration the question o starting a Research Unit in their office with a view to studying the usefu

data avainable from the reports and other literature publbished by Public Civil Service Commissions of other Commonwealth countries and the Civil Service Commission of the U. S. A. It is proposed to organise the Research Unit under two wings. One of the wings would be confined to psychological research and development of the technique of personnel selection on modern lines. The other wing would be devoted to general research with a view to effecting economy, enhancing efficiency and achieving all round improvement in administration. If this proposal receives Government sanction, personnel selection would become substantially more realistic.

16. The candidates who appeared at the London Centre were, for the first time, subjected to psychological tests like the candidates in Pakistan. The arrangements for conducting the tests were made by the Civil Service Commission, United Kingdom. The tests were conducted by Mr. K. A. G. Murray, Principal Psychologist in-Charge of the Research Unit, Civil Service Commission, United Kingdom. The tests used were, however, designed and standardized by the Psychologist of the Pakistan Public Service Commission.

17. Appointments to the various services on the results of the Central Superior Services Examination, 1953, were not made till the compilation of the Annual Report for the year 1953, and were not, therefore, shown in that Report. These appointments were, however, made during 1954, as shown below :—

S. No.	Services to which appointed	No. appointed
1.	Civil Service of Pakistan	15
2.	Pakistan Foreign Service	6
3.	Police Service of Pakistan	5
4.	Pakistan Audit and Accounts Service	5
5.	Pakistan Income Tax Officer's Service, Class I, Grade II ...	5
6.	Pakistan Customs Service, Class I	1
7.	Pakistan Postal Service, Class I	3
8.	Pakistan Income Tax Service, Class II, Grade III	5
9.	Pakistan Military Lands and Cantonments Service, Class II ...	2
10.	Pakistan Postal Superintendents Service, Class II	4
	Total	51

18. The rules relating to the next Central Superior Services Examination, *viz.*, the examination held in December, 1954, were published on 5th May, 1954. In these rules, it was announced that the Commission were considering the question of omission of "Prime Movers" and "Applied Mechanics" from the list of the subjects prescribed for the examination to be held in 1955. "Pali", which was assigned 100 marks, and was grouped with the "Pakistani Languages" previously, was grouped with the "Classical and Foreign Languages" in the December examination. The maximum marks for it, however, remained the same, *viz.*, 100.

19. Other changes made in the rules relating to the December examination were (1) the reduction of the number of chances allowed to Government servants to apply for admission to the Central Superior Services Examination, from two to one, in accordance with the Government Servants Applications for Posts (Central Services) Rules published by the Cabinet Secretariat (Establishment Division) in December, 1953; (2) the provision that any candidate who failed to secure at least 25% marks in any of the compulsory subjects would be considered to have failed and would not be eligible for appointment.

20. The number of candidates who applied for the December examination was 598. As usual, the examination was held at three centres in Pakistan, *viz.*, Karachi, Lahore and Dacca. As the number of applicants from the Washington centre was very small, no examination was held there. At London centre, 10 candidates took the written examination. In all, 382 candidates appeared at the written examination. The results of the written examination could not be announced before the close of the year under review.

21. The Commission have had under consideration the question of revising the system and syllabus of the Central Superior Services Examination with a view to recruiting the candidates most suited to the requirements of the various services to which recruitment is made through an omnibus examination such as the one which is held at present. With this object in view, the Vice-Chancellors of the various Universities in Pakistan were consulted by the Commission. Also, the Provincial Governments were contacted informally. On the basis of these discussions etc., the Commission, with the concurrence of Government, decided to introduce a number of changes in the scheme and subjects of the examination to be held in 1955. These changes were announced through a Press Note published on 2nd November, 1954 (*vide* Appendix I-A).

22. The Commission also prepared a tentative scheme revising the system and syllabus of the Central Superior Services Examinations to be held in future. However, before taking a final decision the Commission proposed to pay a visit to the Union Public Service Commission (India) and to study the actual working of their system. The visit could not take place during the year.

23. During the year under review, Professor Andre Bertrand of the Ecole Administration D' Nationale, Paris, came to Pakistan on a mission arranged, at the request of the Government of Pakistan, by the UNESCO to advise the Universities of Pakistan to organise and develop the teaching of social sciences. The Professor also met the Commission and made a number of suggestions to improve the standard of recruitment made through the Combined Central Superior Services Examination. These suggestions also were receiving the consideration of the Commission.

STANDARD OF UNIVERSITIES AND QUALITY OF CANDIDATES

24. As a result of their past experience, and keeping in view the standard of education exhibited by the candidates, at the Central Superior Services Examination held in January, 1954, the Commission cannot do better than draw attention to the 'conclusions' (paragraphs 119—125) of the pamphlet containing a Report on the Central Superior Services Examination held in January|February, 1952. The general observations made in that report apply equally to the Central Superior

Services Examination held in January, 1954. Paragraphs 119 and 124 of that report read as follows :—

* * * * * * *

"119. In the light of their experience of the Central Superior Services Examinations the Pakistan Public Service Commission consider that—.

(1) in intellect, knowledge and personality, the standard of the candidates who compete at this examination is not satisfactory ;

(2) the standard of physique and physical fitness is almost equally unsatisfactory ;

(3) the life of most University students is colourless and very few use their leisure to good advantage ;

(4) a large majority of the candidates offer 'soft' subjects and 'soft' combinations, indicating a lack of intellectual vigour, stamina and enterprise."

* * * * * * *

"124. The superiority of the final product depends as much on the basic material available as on the processing it is put through. While it is the duty of the educational institutions to improve the quality of the raw material, it is the function of the post-selection training institutions to shape this material into excellent Public Servants. Our young-men and women who enter the Central Superior Services have to take the place of those who have left behind very high and noble traditions of efficiency, sense of duty, integrity and loyalty to the cause entrusted to their care. Great efforts on the parts of all concerned are required to reach and maintain those standards and in due course excel them. The task, both of the students and the teachers, is not easy, but upon its early and faithful accomplishment depends the future of the State."

Again in paragraphs 49, 58 and 71-73 of the report on the Central Superior Services Examination held in 1953, the Commission reiterated the need for early remedial measures to check and improve the fast deteriorating educational standards prevalent in our Schools and Colleges. The Commission would like to urge again that the observations made, and the methods of improvement suggested by them, regarding the low and inadequate educational standards, resulting in deterioration of intellect and personality of the student community, should be given serious consideration by Government as well as by our educational institutions and Universities.

Paragraph 73 of the Report on the Central Superior Services Examination, 1953, reads as follows :—

"73. Unfortunately there is at present no first class University in Pakistan. To judge by the result of the Central Superior Services Examinations, academic standards are lower now than they were in 1949 when the dislocation caused by the Partition was much more recent. More susceptible to reform than our Schools, our Universities still share the general plight of our educational system, which it is difficult to contemplate without impatience. The disease is apparent but much of it is inherent in our social conditions which no democratic Government can control or change. It is not for the Commission (nor perhaps for Government) :

"To grasp this Sorry Scheme of Things entire..........shatter it to bits—and then Remould it nearer to the Heart's Desire."

But though no complete cure can be looked for in our time, we can at least remodel our educational machine which has out-lived its use, but resisted reform because of poverty and inertia, stiffened by vested interests. Only a major operation can bring our educational system up to date. It is, however, regretful to note that nothing has been done in this direction."

The Commission also feel that some ways and means should be thought out for increasing attractions to young graduates of a career in public administration. As already pointed out in para. 59 of the report on the Central Superior Services Examination, 1953, the main obstacles in the way of achieving that end were the present pay scales and conditions of service. A pointed reference to this important aspect of recruitment to the Central Superior Services was made in the above-mentioned report as follows:—

* * * * * * *

"It would probably be safe to say that whatever the number of candidates or the vacancies offered the Superior Services, with their present pay scales and conditions of service, are not likely to attract more than a negligible number of men of first class ability."

CENTRAL ENGINEERING SERVICES EXAMINATION

25. The third competitive examination for recruitment to the various Engineering Services, a reference to which was made in the last year's report, was held in December, 1953. Only 72 candidates took the Examination, of whom 44 qualified in the written examination and were called for the *viva voce* Test. The *viva voce* tests were held in April|May, 1954. Finally, 36 candidates qualified at the examination.

26. The fourth Central Engineering Services Examination was announced on the 6th October, 1954. The last date for the receipt of applications was the 30th November, 1954 (15th December, in the case of temporary Government servants). 183 applications were received. The examination was held after the close of the year under review.

SURVEY OF PAKISTAN (CLASS I AND II) SERVICES EXAMINATION

27. The first competitive examination for recruitment to the Survey of Pakistan (Class I & II) Services was announced by the Commission on the 29th January, 1954. The last date for the receipt of applications was the 15th March, 1954. The written examination was held simultaneously at Dacca, Lahore and Karachi from the 5th to 16th July, 1954. Forty-five candidates had applied for admission to the examination, 39 were admitted but only 23 took the examination. Fourteen candidates qualified at the written portion of the examination and were called for the *viva voce* Tests which were held in September, October and November, 1954 at Karachi, Dacca and Lahore respectively. As the enquiries regarding the character and antecedents of the candidates had not been completed, the result of the examination could not be announced before the close of the year under review.

MERCANTILE MARINE TRAINING EXAMINATION

28. The third Mercantile Marine Training Examination was announced by the Commission on the 9th December, 1953. The last date for the

receipt of applications was fixed at 9th January, 1954. The written examination was held simultaneously at Dacca, Lahore and Karachi from the 23rd to 24th January, 1954. 83 candidates applied for admission to the examination, 54 were admitted but only 43 took the examination and were called for the *viva voce* Test. 41 candidates actually appeared at the *viva voce* Test, 32 candidates qualified at the written portion of the examination, of whom only 18 were declared successful after the *viva voce* Test and recommended by the Commission. 12 were finally selected by the Ministry and sent up for training in the United Kingdom. Of these, 5 were from East Bengal, 4 from Punjab, 1 from Sind, 1 from N.-W. F. P. and 1 from Karachi.

CIVIL SERVICE OF PAKISTAN PROBATIONERS (FINAL PASSING OUT) EXAMINATION

29. The Final Passing Out Examination of 15 Civil Service of Pakistan Probationers, selected for appointment on the results of the Central Superior Services Examination held in 1952, in addition to the Re-examination of 4 probationers who had failed in certain subjects previously, was held during January, 1954. Originally, this examination was scheduled to be held in December, 1953, but had to be postponed till January, 1954, for certain reasons.

30. The examination for the main batch of 15 Civil Service of Pakistan Probationers of 1952 was held at Dacca, and the Re-examination of 4 Civil Service of Pakistan Probationers of the previous years was held at Lahore and Karachi, simultaneously with the Examination at Dacca, in the subjects in which the Probationers had failed in the previous year. All the candidates were present at the examination. The results of the examination were communicated to Government on 28th April, 1954. Only 8 candidates out of the 15 Civil Service of Pakistan Probationers of the main batch and 2 out of the 4 Civil Service of Pakistan Probationers of the Re-examination batch qualified at the Final Passing Out Examination and Re-examination respectively.

31. Another Final Passing Out Examination of 15 Civil Service of Pakistan Probationers, selected for appointment on the results of the Central Superior Services Examination held in 1953 ; in addition to the Re-examination of 9 Civil Service of Pakistan Probationers who had failed in certain subjects at the January, 1954, (Final Passing Out) Examination and Re-examination, was held during December, 1954, at Dacca, Lahore and Karachi simultaneously. Two Civil Service of Pakistan Probationers of the 1951 batch, against whom disciplinary action was taken, and who were not examined along with their respective batch, were also examined in all subjects of the Final Passing Out Examination along with the main batch of 1953. Thus, in all 26 candidates were admitted, out of whom 25 were present at the examination. The result of the examination was not declared before the close of the year.

PAKISTAN FOREIGN SERVICE PROBATIONERS (FINAL PASSING OUT) EXAMINATION

32. The Commission also conducted in June, 1954, the Final Passing Out Examination of the 6 Pakistan Foreign Service Probationers, who were selected on the results of the Central Superior Services Examination, 1952, and had received training abroad. As usual, the examination comprised the written examination and the *viva voce* Test. Besides, 2 Pakistan Foreign Service Probationers of the 1951 batch, who had failed at the last Final Passing Out Examination, were also examined at their respective places of posting, *viz.* Paris and Badgodesberg (West

Germany) simultaneously with the main examination at Karachi. The results of the examination were communicated to Government on 30th August, 1954. All the 8 candidates were present at the examination.

POLICE SERVICE OF PAKISTAN PROBATIONERS (FINAL PASSING OUT) EXAMINATION

33. In July, 1954, a Re-examination was held for the 14 Police Service of Pakistan Probationers of the 1952 batch, in the subject of Criminal Law (with books), Papers I and II, in accordance with the Commission's decision mentioned in para. 18 of the last year's report. Besides, three officers of the *ad hoc* selection held in 1952 and six Probationers, who had failed in certain subjects in the previous years, were also examined. In all 23 candidates were admitted to the examination.

34. The examination was held simultaneously at Sardah, Lahore, Karachi and Peshawar. The results of the examination were communicated to Government on the 24th September, 1954. Out of 23, only 4 candidates—2 candidates each from the main batch of 1952 and the *ad hoc* selection of 1952—failed to qualify at the examination.

35. The next Final Passing Out Examination for the 6 Police Service of Pakistan Probationers, selected for appointment on the results of the Central Superior Services Examination, 1953, and Re-examination of the 4 Police Service of Pakistan officers, who had failed to qualify at the Re-examination held in July, 1954, was held at Sardah in December, 1954. In all, 10 candidates were admitted to the examination and all of them were present. The result of the examination was not out before the close of the year.

MINISTERIAL SERVICES

36. No examination was held for the recruitment of Assistants|Upper Division Clerks and Lower Division Clerks, Stenographers and Stenotypists during 1954. An announcement was, however, made in December, 1954, about the Ministerial Services (Assistants| Upper Division Clerks and Lower Division Clerks) Examinations to be held in 1955.

TYPEWRITING TESTS

37. Eighteen Monthly Typewriting Tests for purposes of increments and confirmation were held from January to December, 1954 at Karachi. 1,872 candidates applied, 1,384 appeared and 562 qualified.

Two Typewriting Tests were held in January and October, 1954, at Rawalpindi. 811 candidates applied, 637 appeared and 205 qualified.

Five Typewriting Tests were held in April, July, September, October and December, 1954, at Dacca only. 6 candidates applied, were admitted and qualified.

Seven Typewriting Tests were conducted at seven Pakistan Missions abroad from January to March, 1954. 14 candidates appeared and 3 qualified.

PROFICIENCY TESTS

38. Nine proficiency Tests were conducted in March, July and November, 1954, at Karachi. 595 candidates applied, 461 took the test and 120 qualified.

A test was also held for an Urdu typist in March, 1954, at Karachi and he qualified.

Six Proficiency Tests were conducted in January and October, 1954, at Rawalpindi. 310 candidates applied, 246 took the test, and 31 qualified.

MISCELLANEOUS

39. At the beginning of 1954, 37 cases were pending, in which the original documents submitted by the candidates were suspected to have been tampered with. During the course of the year, thirtysix of these cases were finalized; twentyone candidates were disqualified, and the candidature of six was cancelled.

40. A summary of the various Examinations and Tests conducted by the Commission during 1954 may be seen at *Appendices II and III.*

SELECTION BY INTERVIEW

41. All Class I and Class II posts, which are required to be filled otherwise than by competitive examination, promotion or transfer, are referred to the Pakistan Public Service Commission for selection of suitable candidates by interview. Such requisitions are received by the Commission from various Ministries|Divisions of the Government of Pakistan and from the Heads of centrally-administered areas, *viz.* Karachi and Baluchistan administrations. The Commission adopt the following procedure in conducting these selections.

42. On receipt of a requisition from a Ministry|Division, etc., the post is advertised in leading newspapers in both the wings of Pakistan, in addition to giving it other publicity. Generally one month's time is allowed to candidates to submit their applications to the Commission in the prescribed application form. After the last date for the receipt of applications, the Commission weed out ineligible candidates and invite only those candidates to an interview who are, in their opinon, *prima facie* suitable.

43. Keeping in view the convenience of the candidates, the interviews are held at Karachi, Lahore, Peshawar, Dacca and Chittagong. Interviews are also held at Quetta and Abbottabad, if sufficient number of candidates apply from these areas.

44. A representative of the Department concerned usually assists the Commission at the interviews at various centres. The Commission, while interviewing candidates for highly technical posts, also invite independent experts to assist them at the interviews.

45. During the period under report the Commission received 200 requisitions for selection to fill 402 posts. The number of requisitions received in the year 1954 was the largest as compared to previous years. Twentyfour consolidated advertisements were issued for the various posts. The Commission received 2461 applications and interviewed 1465 candidates.

46. The Commission were able to finalize 139 recruitments, of which 49 failed due to non-availability of suitable candidates. In 32 cases the candidates were still being interviewed at the close of the year. At the request of the Ministries concerned, four recruitments had to be cancelled after they had been advertised. This practice on the part of Ministries| Divisions places the Commission in an awkward position and has been deplored by the Commission time and again.

47. 25 recruitments could not be advertised during the year as the draft advertisements, sent to the Ministries concerned for clarification of certain points, were not received back before the close of the year.

48. Of the 90 cases of recruitment, wherein the Commission had recommended suitable candidates, appointments had been offered only in 50 cases. Information in respect of the remaining 40 was not received till the close of the year. According to the information received by the Commission, candidates in 37 cases had joined their posts.

49. During the year, the Commission visited Lahore 5 times ; Peshawar 3 times ; Abbotabad once ; Dacca and Chittagong 4 times.

50. The Commission were asked to reconsider their recommendations in the following four cases, which were not finally decided till the close of the year :—

(i) Deputy Director, Shipping, London, Ministry of Industries.

(ii) Manager, East Bengal Railway Flotilla, Ministry of Communications.

(iii) Deputy Director (Pharmaceutical), Directorate General of Health.

(iv) Assistant Agronomists, Ministry of Agriculture.

51. The Commission also make recruitment from abroad for highly technical posts for which suitable candidates are not available in Pakistan. Accordingly, search for suitable candidates in eight recruitment cases was made in the United Kingdom, the U. S. A., Canada, Australia, Belgium, Brazil, West Germany, Sweden, and Holland, as well as in Pakistan. In these cases the High Commissioner or the Ambassador concerned set up a Committee which interviewed the candidates and sent its recommendations to the Commission. The Commission then made the selection.

52. Six recruitment cases, pending at the close of 1953, were completed during the period under report.

53. The post of Liaison Officer, Ministry of Refugees and Rehabilitation, the recommendation for which was communicated to the Ministry on 27th January, 1954, was not offered to the Commission's nominee till the close of the year under report, inspite of several reminders.

54. During the period under review, the Commission received requisitions for selection for the award of the following Central Overseas Scholarships for advanced studies in foreign countries :—

1. Overseas Scholarships under the Supplementary Training Scheme, against the requirements of Central and Provincial Governments, Universities and Private Industry..........115.
2. Central Overseas Scholarships for Women ....2.
3. Central State Scholarship, 1954.............................1.

55. The Commission received 704 applications in response to their advertisement for the award of these 118 scholarships. 550 candidates were called for interview at Dacca, Chittagong, Lahore, Peshawar, Karachi and Quetta. Apart from the Departmental Representatives, University Professors and Principals of various Colleges and institutes were also invited as independent advisers to assist the Commission at the interviews.

56. As a serious dislocation of communications was caused in East Bengal and the Punjab, due to heavy floods, the advertisement for the 115 Scholarships, referred to above, was repeated, for a second time, in the Press.

57. This selection was one of the biggest of its kind ever made by the Commission, and was still in progress at the close of the year. Extra staff had to be recruited for the purpose of this selection.

PUBLICITY

58. Attention is invited to para. 38 of the Report for the year 1953. In order to give wider publicity to their advertisements in East Bengal the Commission increased the existing media list of four newspapers to six by adding two more dailies.

59. The Commission are grateful to the newspapers on their media list for publication, free of cost, of the fortnightly summary of their advertisements for recruitment to various posts.

60. As pointed out in para. 38 of the annual report for the year 1953, six more show-cases for the display of the Commission's advertisements were erected at Lahore, Rawalpindi, Peshawar, Hydrabad, Rajshahi and Chittagong, in addition to those already placed at Karachi, Dacca and Quetta. The show-cases are put up at the following places :—

Name of Place	Name of Office where the Show-Case is put up.
WEST PAKISTAN:—	
Hyderabad	... University of Sind, Hyderabad.
Karachi	... Pakistan Public Service Commission, Ingle Road, Karachi.
Lahore	... West Pakistan Public Service Commission, 2, Davis Road, Lahore.
Peshawar	... Civil Secretariat, Peshawar.
Quetta	... Publicity Office, Quetta.
Rawalpindi ...	... Inter-Services Public Relations Directorate, General Headquarters, South Road, Rawalpindi.
EAST PAKISTAN:—	
Chittagong ...	... District Magistrate's Office, Chittagong.
	... Pakistan Public Service Commission, Dacca Branch, Commissioner's Office Compound, Ramna, Dacca.
Rajshahi	... Rajshahi University, Rajshahi.

A statement, giving brief summary of the various cases of selection by interview, handled by the Commission during the year under report, may be seen at Appendix IV.

SERVICE MATTERS....(Appointments, Promotions, Disciplinary Cases, etc.)

APPOINTMENTS

61. Eighty seven cases regarding the appointment of 133 officers, made without advertisement, were referred to the Commission for advice during the year under report. The Commission tendered their advice in 72 cases. In 64 cases, the advice of the Commission was accepted ; in 8 cases Government did not take any decision till the close of the year. 15 cases were pending with the Commission for disposal at the close of the year. Such appointments are generally made under Regulation 4 (b) of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations.

Experience, however, shows that Regulation 4(b) is frequently misused. This was brought to the notice of the Cabinet Secretariat (Establishment Division) on several occasions. In July, 1954, the Establishment Division issued general instructions (*vide* their O.M. No. 10|9|54-S. E. II, dated the 20th July, 1954) that "in all cases in which Ministries are authorised to make appointments in anticipation of the approval of the Pakistan Public Service Commission, a reference should be made to the Commission immediately after the appointment has been made and, in any case, not later than one month from the date of appointment. These instructions should be strictly followed in future." The Commission noted with regret that these instructions were disregarded in a number of cases by some of the Ministries|Divisions.

In this connection, attention is also invited to paras. 42—45 of the annual report for 1953. The circular issued by the Cabinet Secretariat (Establishment Division) in June, 1953, referred to in that Report, stated *inter alia* :—

4. * * * *

"If, however, on December 31st, 1953, a number of such appointments still remains, which have not been referred to the Commission for approval, a suggestion made by the Commission to the effect that the payment of salaries to persons continuing in their appointments in contravention of the Consultation Regulations should be stopped, will be seriously considered and, if necessary, enforced."

The proposal regarding the stoppage of salaries of persons holding irregular appointments, was reiterated by the Cabinet Secretariat (Establishment Division) in January, 1954. In July, 1954, yet another Circular O. M. was issued by the Cabinet Secretariat (Establishment Division) which stated as follows :—

* * * * * * *

"The lists received from the Ministries and Divisions are being examined and the final decision whether or not the measure suggested by the Commission that salaries of persons not appointed in accordance with the Consultation Regulations should be stopped will be communicated to the Ministries| Divisions in due course."

In December, 1954, the Cabinet Secretariat (Establishment Division) informed the Commission as follows :

* * * * * * *

"2. We are now examining the Commission's proposals that the salaries of officers irregularly appointed should be stopped in the light of the replies received from the Ministries."

* * * * * * *

It will be seen that these circulars remained a pious wish and no final decision on the Commission's proposal, regarding stoppage of salaries of persons holding irregular appointments, was taken till the close of the year under report. (Indeed the proposal has not been given effect to till November, 1956, when this Report is being sent to the Press).

In view of the repeated misuse and violation of Regulation 4(b) of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations the Commission feel that this Regulation should be omitted, as an experimental measure, and all appointments, even for less than one year, should be made in consultation with the Commission.

If it is considered impracticable to omit this Regulation altogether, it seems necessary that there should be an effective check upon a misuse of this Regulation. It must, therefore, be impressed upon all Ministries|Divisions, etc., that it should be invoked in very rare and exceptional cases, and the circumstances leading to its invocation should be explained immediately to the Commission and the Establishment Division.

One of the main objections, in such cases arises out of the advantage of "accrued merit" which goes in favour of an officer so appointed by a Ministry|Division (without reference to the Commission) when the post held by such an officer is ultimately advertised by the Commission. The candidates from the open market, although better qualified otherwise do not possess the advantage of 'actual experience' of the work which they would be required to do, or the duties which they would be expected to perform. Thus the irregular incumbent of such a post gains double undue advantage—first the advantage of holding the appointment irregularly, and secondly the advantage of "accrued merit" which goes in his favour to the disadvantage and detriment of other candidates.

PROMOTIONS

62. Fifty-three cases, involving promotions of 94 officers were referred to the Commission for advice during the year under review. The Commission tendered their advice in 37 cases. In 31 cases the advice of the Commission was accepted and in 6 cases Government did not take any decision till the close of the year. Sixteen cases were pending with the Commission at the close of the year.

IRREGULAR APPOINTMENTS

63. Twenty-two cases of irregular appointments|promotions were noticed by the Commission. Twelve cases were disposed of during the year and ten cases were pending at the close of the year for want of certain information from the Ministries|Divisions.

MEASURES TO CHECK VIOLATION OF THE STATUTORY NECESSITY FOR CONSULTATION WITH THE COMMISSION

64. Under Regulation 4(b) of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations, the Ministries|Divisions are competent to make appointments to posts in the Central Services Class I or Class II, without consultation with the Commission, provided such appointments are not likely to last for more than a year. There are, however, Government instructions that appointments|promotions made without reference to the Commission should be reported to them in monthly returns. These returns are to be submitted by the 20th of each month in respect of the appointments|promotions made in the preceding month. These are examined in the Commission's office with a view to checking irregular appointments|promotions made in contravention of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations. The Commission observed that the submission of these returns had not been satisfactory during the year under report, and, inspite of repeated circulars from Government (Establishment Division), irregularities in submitting these returns continued. The Commission observed that sometimes the Ministries|Divisions did not report certain appointments to the Commission at all or they reported them so late that the object of submitting these returns was often defeated. Sometimes the Ministries|Divisions have been submitting consolidated returns for several months instead of

separate returns each month as required under Government instructions. This creates complications and difficulty in the scrutiny of such returns. The following instances may be cited :—

(i) The Ministry of Industries submitted a consolidated return in respect of the Department of Mineral Concessions for the period from June to October, 1954, as late as in January, 1955.

(ii) Monthly return in respect of the office of the Controller of Printing and Stationery for the period from January to September, 1954, was submitted in January, 1955.

(iii) Return in respect of the Regional Offices of the Price Control Department was submitted by the Ministry of Industries for the period from October, 1954 to January, 1955, as late as in February, 1955. Two appointments of Assistant Controller General of Prices and Supplies, made in November, 1953 and in March, 1954 and two appointments of Inspector of Prices and Supplies made in December, 1953, and in February, 1954 were not reported to the Commission in the monthly returns.

(iv) Appointment of an Officer on Special Duty, (Telephone Traffic) made in February, 1954, was reported to the Commission in July, 1954 by the Ministry of Communications (Communications and Transport Division).

(v) The Ministry of Law was asked in August, 1954, to submit a consolidated return in respect of the appointments|promotions made in the Law Commission, an attached department of the Ministry, since its inception. The Ministry informed the Commission that the appointment of a Research Officer was made on 1st June, 1952 and another Research Officer on 30th December, 1953. The services of the above two officers were terminated with effect from 21st July, 1954. No attempt was made by the Ministry to get the appointment of the first Research Officer regularised through the Commission. The appointment of the first Research Officer had exceeded the limit of one year and was irregular unless *ex-post-facto* approval of the Commission was given for this appointment.

(vi) The Ministry of Refugees and Rehabilitation did not report to the Commission, till 17th August, 1954, the promotion of an Assistant Refugee Commissioner (Class II) to the post of Deputy Refugee Commissioner (Class I) made by them on 1st March, 1954. The Ministry did not report to the Commission the appointment of a Public Relations Officer made by them in January, 1954.

(vii) The Ministry of Foreign Affairs and Commonwealth Relations did not report, in the monthly returns, the appointments of Passport and Visa Officers at Agartala, Tripura State, made without reference to the Commission in December, 1953. These appointments came to the notice of the Commission when the Ministry approached them for regularising these appointments. This irregularity of the Ministry was reported to the Cabinet Secretariat (Establishment Division).

(viii) The Ministry of Defence, (Aviation Division) submitted a consolidated report in respect of the Aviation Division, Civil Aviation and Pakistan Meteorological Departments, for the months of July, August and September, 1954 as late as in October, 1954.

(ix) The Ministry of Parliamentary Affairs, on being reminded, forwarded a 'nil' report for the months of July to September, 1954, as late as in October, 1954.

(x) Monthly returns in respect of the Chief Commissioner's Secretariat, Karachi and Baluchistan Administrations, were also not received regularly. Various appointments made by the two administrations to the Central Service Class II posts, were apparently not reported

to the Commission. As for Class I posts in these administrations, appointments to them are made by the Ministries concerned.

65. As stated in the 1953 Annual Report, the Commission, as a further safeguard against the contravention of the Pakistan Public Service Commission (Consultation by the Governor General) Regulations, decided that various appointments|promotions, notified in the *Gazette of Pakistan,* should be examined with a view to checking irregular appointments|promotions. This measure was adopted on an experimental basis for a period of three months, and the Commission regret to say that this had to be discontinued due to lack of adequate staff. In July, 1954, however, it was decided that the Commission should impress upon the Government the desirability of accepting the Commission's proposal regarding the stoppage of salaries of persons irregularly appointed.

66. It is, however, felt that there must be some more effective measures to check the violation of the statutory requirement of the Rules particularly in the matter of temporary appointments by Ministries. The lack of staff has been a great deterrent in the way of smooth working and expeditious disposal of business in the Commission's office, as already pointed out under the Head 'Personnel' (para 3 ante). As soon as adequate staff is available, the Commission propose to resume examination of appointments notified in the *Gazette of Pakistan*. The Commission would also like to adopt some other effective measures to achieve the desired end. For this purpose they intend to constitute a "Survey Party" consisting of two or three Co-ordination officers and one Chief Co-ordination officer (all Gazetted officers at least of the status of Assistant Secretary to Government) with a view to enhancing co-operation and co-ordination of work between the Commission and the Ministries. The main function of the "Survey Party" would be to go round to the various Ministries|Divisions, etc., in order to make an on-the-spot study and explain the exact implications of the Paksitan Public Service Commission Consultation Regulations and other statutory requirements of the Rules so that the work of the Ministries is facilitated and a lot of unnecessary correspondence and occasional misunderstanding between the Commission and the Ministries|Divisions avoided. This is sure to minimise delay and make matters easy, which would otherwise take months and even years of long and protracted correspondence to solve. The Commission feel that if Government extend the desired co-operation and afford them all facilities in the discharge of their functions, they can prove to be a really effective, efficient and independent body.

The "Survey Party" would be required to submit a report to the Commission, embodying the result of their observation from time to time.

CONFERENCE OF PUBLIC SERVICE COMMISSIONS OF PAKISTAN

67. The Central and the Provincial Public Service Commissions have many problems and matters of common interest. A conference of all Public Service Commissions in Pakistan was held in Karachi on the 14th and 15th March, 1954. Many problems of common interest, as well as the recommendations of the Basic Principles Committee's Report, relating to the Public Service Commissions in Pakistan, were considered by the Conference. The recommendations of the Conference on all these matters, particularly on the portion of the Basic Principles Committee Report, relating to Public Service Commissions, were forwarded to Government for incorporation in the future constitution of the country. The reactions of the Government were awaited at the close of the year.

EXCLUDED CADRE POSTS

68. Six cases regarding the exclusion of certain posts from the regular ministerial service cadre of certain Ministries|Divisions were referred to the Commission for advice. The Commission tendered their advice in all these cases which was accepted by Government.

DEPARTMENTAL PROMOTION COMMITTEES AND *AD-HOC* SELECTION BOARDS

69. In seven cases, the Commission were asked to depute one of their Members to participate in the deliberations of Departmental Promotion Committees. The Commission did not participate in these meetings and advised that complete proceedings of the Departmental Promotion Committees be forwarded for consideration by the whole Commission, if required, under the rules.

APPOINTMENT OF CLERKS FROM SUBORDINATE OFFICES

70. Two cases regarding recruitment of ministerial staff, *i.e.*, Assistants, Upper Division Clerks and Lower Division Clerks, from subordinate offices of the Ministries|Divisions of the Government of Pakistan, were referred to the Commission for advice. The Commission tendered their advice in these cases which was accepted by Government.

RECRUITMENT RULES

71. The following recruitment rules for various Class I and Class II posts under the Central Government were referred to the Commission for advice :—

1. Recruitment Rules for Seamen Welfare Service in the Directorate of Seamen's Welfare under the Ministry of Labour.
2. Recruitment Rules for Class I and Class II posts in the Department of Supply and Development, Ministry of Industries.
3. Recruitment Rules for Class I and Class II posts in the Tariff Commission.
4. Recruitment Rules for Karachi Educational Service, Class I and Class II posts.
5. Recruitment Rules for Class I and Class II posts in the Medical Department of the Pakistan Railways, Railway Division.
6. Recruitment Rules for the offices of the Haj Booking Officer, Karachi, and the Executive Officer, Port Haj Office, Chittagong, Ministry of Foreign Affairs and Commonwealth Relations.
7. The Pakistan Military Lands and Cantonments Service (Class II) :—
   - (i) Recruitment Rules.
   - (ii) Composition and Cadre Rules.
   - (iii) Probation, Training and Seniority Rules.
8. Recruitment Rules for the post of Executive Engineer, Central Roads Organization.
9. Recruitment Rules for Class I posts in the Civil Defence Organization, Ministry of the Interior.
10. Recruitment Rules for Class I and Class II posts in the Department of Mineral Concessions, Ministry of Industries.

11. Recruitment Rules for Class I and Class II (gazetted) posts in the Geological Survey of Pakistan.

In three cases the Commission finally approved the draft recruitment rules for publication in the *Gazette of Pakistan*. The remaining 8 cases were pending for finalization at the close of the year. Despite repeated requests from the Commission, and inspite of the fact that there already exist Government instructions that Ministries|Divisions should proceed with the framing of proper recruitment rules, on the lines of the 'Model Proforma' issued by the Cabinet Secretariat, the Commission observed that the response from the Ministries|Divisions in this regard had been poor. It was more than 5 years that instructions were issued, but till the close of the year under report, the Ministry of Information and Broadcasting had not framed proper recruitment rules on the lines of the 'Model Proforma' for various Class I and Class II posts under their administrative control.

DISCIPLINARY CASES

72. Seventeen cases, including 4 cases of appeals, were referred to the Commission for advice during the year under report. The Commission gave their advice in 12 cases; 5 cases were pending with the Commission at the close of the year. In 4 cases Government accepted the advice of the Commission, while in the remaining 8 cases Government had not taken any decision till the close of the year.

REIMBURSEMENT OF LEGAL EXPENSES

73. Two cases, regarding claims filed by Government servants, for the payment of legal expenses incurred by them in defending themselves in judicial proceedings, were referred to the Commission for advice. The Commission advised acceptance of the claims in both the cases. Final orders of the Government were awaited at the close of the year.

PENSIONS

74. Only one case for the grant of extraordinary family pension was received by the Commission for advice during the year under report. The Commission tendered their advice in that case which was accepted by Government.

DOMICILE

75. Four cases for determination of domicile were referred to the Commission for advice. In three cases the Commission advised that the claim for non-Asiatic domicile should be accepted. The fourth case was pending with the Commission for want of certain information from the Department. Final orders passed by the Government in these cases were awaited at the close of the year.

SENIORITY

76. Seven cases, regarding the determination of relative seniority of various officers, were referred to the Commission for advice. The Commission tendered their advice in 4 cases, which was accepted by Government. Three cases were pending with the Commission for want of certain information from the Ministry|Division concerned.

MISCELLANEOUS CASES

77. Apart from the above, the Commission disposed of 71 minor cases which do not call for a detailed description in this report. Moreover, the Commission disposed of all the cases left over from the previous year.

A statement has been added at the end (*Appendix V*) which gives all the information at a glance.

DELAYS

78. The Commission are often blamed for delay in the finalization of selection by interview and in the declaration of results of competitive examinations, etc. It may be stated that much of this criticism is based upon a misapprehension of the actual mode of working of the Commission. The process is explained below :—

(i) RECRUITMENT BY INTERVIEW

The process of selection by interview is not as easy or brief as it appears to be. First of all it takes time to clarify various points of doubt or dispute by correspondence with the requisitioning Ministries or Divisions. When this has been done, the post is advertised and sufficient time has to be allowed to candidates to apply from far-flung parts of the country. The interval between the date of publication of advertisement and the last date for receipt of applications is normally about one month. When the last date for receipt of applications expires, it takes some time to do the preliminary scrutiny and pre-selection of candidates, who are to be called for interview. Thereafter the Commission have to fix the dates of interview at various centres, *viz.*, Karachi, Lahore, Peshawar, Dacca, Chittagong and, if necessary, also at Quetta and Abbottabad. As it involves time and expenditure to go to all these places in order to interview the candidates, the interviews are so arranged by the Commission as to observe the maximum possible economy and to cover the maximum number of posts and candidates. Thus the interviews at places other than Karachi are generally held in bulk, *i.e.*, when several recruitment cases are ripe for the stage of interview. This unavoidably involves some wait and consequential delay. When interviews at all the centres are over, the Commission set themselves upon the task of finalising the results, and as soon as the finalisation is over, the recommendations are communicated. It will thus be observed that the very nature of this work and the geographical situation of the country are such as to render it impracticable to finish the work of selection by interview more expeditiously than is being done by the Commission, having regard to other important factors, such as economy in expenditure, etc.

Moreover, the Commission have got corporate responsibility in the discharge of their functions. The number of members being only three, this corporate responsibility cannot be adequately sub-divided. If the Commission could be strengthened by an additional member (preferably with scientific or technical background) they would be in a position to hold interviews simultaneously at more than one centre. The work could thus be finished and finalized much earlier than it is possible under the present system. Recruitment by selection cannot, at present, be finalised normally in less than 3 to 4 months time after the last date for receipt of applications with the maximum speed under the existing circumstances.

Another reason for delay in the finalization of recruitments by selection is that the character rolls of candidates, who are Government

Servants, are not received in time and are often incomplete and not up-to-date. In many cases the Commission have had to send several reminders (official letters, demi-official letters and even telegrams) requesting the heads of the departments concerned to expedite despatch of the character rolls. The Commission noted that it was not only the provincial governments and their heads of departments who were responsible for delay in the despatch of character rolls but also the Ministries|Divisions and the heads of departments in the Federal Capital. The Commission observed that delay in receipt of character rolls had been a great obstacle in the finalization of several recruitments and it was for the Ministries and the heads of departments to see that this bottle-neck was removed.

(ii) PROMOTIONS AND APPOINTMENTS MADE WITHOUT ADVERTISEMENT

The main reasons for delay in the disposal of cases relating to promotions and appointments, made without advertisements, are that inspite of instructions, issued to all Ministries|Divisions, etc., complete information regarding the posts and the officers proposed to be appointed thereto is not generally supplied. The character rolls of the officers concerned are also not sent in time, or, if sent, are often incomplete. It is after prolonged correspondence that a case becomes ripe for the Commission to take a decision.

Sometimes, if the Commission do not agree with the proposal of a Ministry, and express a different view, the Ministry, instead of implementing the advice of the Commission, refer the case to them again and again for reconsideration without advancing any cogent reasons. This often results in unnecessary delays.

(iii) COMPETITIVE EXAMINATIONS

Similarly with regard to recruitment by competitive examination, the process of which is much more lengthy and complicated than that of selection by interview only, it cannot take less than 8 to 9 months to declare the results of the examination from the date of announcement. Besides the lengthy process of interviewing candidates at various centres (in the case of Central Superior Services Examination the interviews are also held at London and|or Washington, if necessary), there are various other stages which take considerable time to go through, *viz.*, the finalization of the Rules, announcement of the examination, distribution of copies of Rules and Application Forms to individual candidates and to the various Government Departments, Institutions, Universities, Colleges, Employment Exchanges, etc. Usually an interval of one and half months is allowed between the date of announcement of examination and the last date for receipt of applications (one month for candidates within Pakistan and two weeks extra for candidates from outside Pakistan—United Kingdom, U.S.A., etc.). On the expiry of the last date for the receipt of applications scrutiny of application begins, involving a minute and detailed examination of the various entries made by the candidates in their applications. As a result of this a considerable amount of correspondence with the candidates ensues. Simultaneously with this work necessary arrangements, for holding the examination at various centres, have to be made. This takes time and involves correspondence with the Supervisors. Parallel to this, comes the work of appointment of Examiners, printing of question papers and arranging their despatch to the examination centres.

Then comes the examination itself. This is followed by the work of counting and despatching the scripts of candidates to the Examiners, who have to be given sufficient time for marking the scripts. This is a huge task indeed. Many Examiners unfortunately delay the marking of scripts and ask for extension of time to complete the work. The result is that the entire process is held up. In the case of examinations, involving a *Viva Voce* Test, it takes another one or two months to arrange and finalize the interviews of the candidates at various centres. In the case of Central Superior Services Examination, it takes still more time to finalize the *Viva Voce* Test, as it is also held at London and|or Washington, if necessary. When the *Viva Voce* Tests are over, the work of compilation of results is taken in hand. Thereafter the results are announced by the Commission. A selection by competitive examination is much more lengthy and complicated than selection by interview alone, and consequently it takes longer time to complete.

Every effort is made to avoid delays at various stages, but the very nature of work is such that it must take some time to finalize a recruitment by selection or through competitive examination. It will be observed that the delays, for which the Commission are blamed, are partly illusory and partly unavoidable.

It is to be stated that the Commission are also handicapped by shortage of staff in their office and lack of proper accommodation. The accommodation made available to the Commission falls far short of their requirements. If adequate staff is sanctioned by Government, as and when required by the Commission, and proper and adequate accommodation is provided for the Commission's office, the work can be speeded up and done more expeditiously than at present. In this connection, the Commission would like to invite special attention to paragraphs 3 & 4 of their annual report for the year 1953 and paras. 6 & 7 of this report. The Commission's staff has to work in over-crowded rooms and congested surroundings, and there are no proper arrangements for the storage of records, with the result that the disposal of work is seriously hampered and efficiency adversely affected. Efforts have been made by the Commission to secure more accommodation for their staff, but they have not been successful so far. Similarly the Government have not so far sanctioned the supervisory and clerical staff required by the Commission, although full justification for additional staff has been given time and again. These factors retard the progress of work, stand in the way of efficient and expeditious disposal of business and ultimately contribute towards delay.

DELAY IN GIVING EFFECT TO THE ADVICE OF THE COMMISSION

79. The Commission also observed that in many cases in the past the Ministries and heads of departments had taken more time in offering appointments to the candidates recommended by the Commission than the time taken by the Commission in completing the actual recruitments. The Commission's recommendations were often implemented after months, (occasionally after years), with the result that the candidates, interviewed and selected by the Commission, found other jobs after waiting for a long time. This resulted in waste of time, money and energy of both the Commission as well as the candidates. Some of the instances where the Ministries took more than six months

in implementation of the Commission's recommendations are cited below:—

Name(s) of Post(s)	Date of Commission's Recommendations	Date of Offer of Appointment by Ministries
Deputy Chief Controller of Imports and Exports	26-10-1954	4-6-1955
Assistant Chief Controller of Imports and Exports	27-10-1954	4-6-1955
Executive Officers, Imports and Exports	2-11-1954	Not yet offered.
Sectional Officer Seasoning, Forest Research Institute ...	28-6-1954	18-4-1955
Sectional Officer Preservation, Forest Research Institute ...	24-7-1954	6-8-1956
Sectional Officer Composite Wood Products, Forest Research Institute	24-6-1954	18-4-1955
Sectional Officer Wood Working, Forest Research Institute ...	23-6-1954	18-4-1955
Deputy Agricultural Development Commissioner	*4-10-1954 16-9-1955	12-5-1955 11-4-1956
Assistant Director of Inspection (Chemical), Pakistan High Commission, London.	20-12-1954	Not yet offered.

*Two candidates were recommended by the Commission on different dates.

A few other cases of delay on the part of Ministries|Divisions are summarised below:—

Approval of the Commission was sought, on 17th Feberuary, 1954, to the appointment of certain officers against the following posts in the Cottage Industries Directorate under the Ministry of Industries:—

(1) Officer-in-Charge, Sale and Display Centre, Karachi.

(2) Officer-in-Charge, Sales and Display Centre, London.

(3) Assistant Director of Development.

(4) Designer, (re-designated as Principal, Government Designing Institute, Karachi).

As complete papers had not been sent by the Ministry, they were requested by the Commission, on 15th March, 1954, to forward the same.

On 31st August, 1954 the Ministry informed the Commission that the incumbent of the post at (4) above had been allowed to continue up to 28th February, 1955 or till such time as a suitable candidate was selected by the Commission and that with a view to getting a person trained, a post of under-study to the incumbent of the post had been created for a period of six months from the date the post was actually filled. The Commission were, accordingly, requested to advertise this post of under-study. The particulars forwarded by the Ministry were not sufficient for advertising the post and the Ministry were, accordingly, requested

on 21st September, 1954 to fill in the proper requisition. This requisition was not received till the close of the year. Complete papers in respect of the posts at (1) to (3) above were also not received till the close of the year.

The approval of the Commission was sought, on 13th May, 1954, to the appiontment of a Superintendent in the Ministry of Commerce as Secretary, Cotton Board. The Commission advised on 17th June, 1954 that the post should be advertised through them. The case was again referred to the Commission on 17th August, 1954 for re-consideration. The Commission, on 24th September, 1954, called for the character rolls of other Superintendents in the Ministry senior to the one proposed to be appointed to the post. The character rolls were not supplied until the close of the year.

Two officers were appointed as Marketing Officer and Assistant Marketing Officer in the Cooperation and Marketing Department with the approval of the Commission on a purely temporary basis for a period of three years. This period expired on 31st March, 1953. In August, 1953, the Ministry requested the Commission that since there was a ban on fresh recruitment the Commission might agree to the continuance of these officers till recruitment to the posts was made in the normal way. The Commission advised that since the report of the Administrative Enquiry Committee had been published and the ban on fresh recruitment lifted, the Ministry might finally decide as to whether the two posts should be advertised and filled on permanent basis or not. The Commission also agreed to the continued appointment of the officers for a further period of one year or till such time as the Commission's nominees became available.

No communication was received from the Ministry until August, 1954 *i.e.*, after about one year, when the Ministry informed the Commission that the officer holding the post of Marketing Officer had since resigned his post and the question of reccuitment to the post of Assistant Marketing Officer of a suitable person through the Commission would be taken up after the existing ban on fresh recruitment had been lifted unless the Commission advised otherwise. In October, 1954 the Commission advised that as the ban on fresh recruitment was no longer operative, the two posts should be advertised through them without further delay. To this no reply was received till the close of the year.

The post of Electrical and Mechanical Engineer, Khewra was advertised by the Commission in 1948 and a candidate for appointment to the post was recommended. The Commission's nominee, however, did not accept the appointment. The Ministry then sponsored the candidature of three other persons and requested the Commission to interview them. The Commission did not agree and suggested re-advertisement of the post with provision for higher initial salary.

Again in 1950, the Ministry approached the Commission to approve the appointment of another person sponsored by them but the Commission reiterated their earlier advice that the post should be re-advertised. Nothing further was heard in the matter untill 23rd July, 1953 when the Ministry again approached the Commission to approve the appointment of an officer, who had been promoted by them to the post and who had held the post for more than three years, without consultation with the Commission. The Commission in September, 1953, advised that the post must be re-advertised through them. The requisition for advertisement of the post was not received until 25th January, 1954.

POST SCRIPTUM.

With very few exceptions, the Ministries|Divisions generally complied with the provisions of the Act and the Regulations. The Commission are grateful to them for their cooperation.

The Commission would like to thank the Provincial Governments and the Public Service Commissions, as well as the Pakistan Missions abroad, for the assistance rendered to them in holding examinations| tests and interviews out of Karachi.

The Commission are grateful to the independent advisers and the officers of Government who attended interviews without any remuneration and at considerable inconvenience to themselves.

Further, the Commission take this opportunity to record their appreciation of the good work done by their officers and members of the ministerial staff.

ZAKIR HUSAIN,
Chairman.

U. KRAMET,
Member.

WAZIRZADA SARDAR GUL MOHAMMAD KHAN,
Member.

S. F. MEERZA,
Secretary.

KARACHI :
The 9th November, 1956.

APPENDIX I

NO. OF CANDIDATES INTERVIEWED AND THE PERSONNEL OF THE INTERVIEW BOARDS FOR THE CENTRAL SUPERIOR SERVICES EXAMINATION HELD IN JANUARY 1954

A.—No. of Candidates Interviewed Each Day at Each Centre

Lahore		Karachi		Dacca		London	
Date	No. of candidates	Date	No. of candidates	Date	No. of candidates	Date	No. of candidates
25-4-1954 ...	8	10-5-1954 ...	7	24-5-1954 ...	10	25-5-1954 ...	5
26-4-1954 ...	10	11-5-1954 ...	7	25-5-1954 ...	10		
27-4-1954 ...	10	12-5-1954 ...	7	26-5-1954 ...	10		
28-4-1954 ...	11	13-5-1954 ...	9	27-5-1954 ...	10		
29-4-1954 ...	10	14-5-1954 ...	9				
	49		39		40		5

B.—Personnel of the Interview Boards

Mr. Zakir Husain, Chairman, P.P.S.C.	Mr. Zakir Husain, Chairman, P.P.S.C.	Mr. Zakir Husain, Chairman, P.P.S.C.	Mr. U. Kramet, Member, P.P.S.C.
Wazirzada Gul Mohd. Khan, Member, P.P.S.C.	Mian Ghulam Abbas, Auditor General, Pakistan.	Mr. H. S. M. Ishaque, C.S.P., Chief Secretary to East Bengal Government.	Sir Percival Waterfield, 1st Commissioner (Retd.), Civil Service Commission, U.K.
Mr. U. Kramet, Member, P.P.S.C.	Sir Eric Franklin, C.B.E., Establishment Officer, Government of Pakistan, Cabinet Secretariat, (Establishment Division).	Mr. S. M. Hassan, Joint Secretary, Ministry of F.A. & C.R.	Mr. K. H. Rahman, D.C.A.O., Pakistan High Commission, London.

Mr. I. U. Khan, C.S.P., Chief Secretary to the Government of Punjab.	Mr. S. K. Dehalvi, P.F.S., Joint Secretary, Ministry of F.A. & C.R.	Mr. G. A. Faruqi, C.S.P., Commissioner, State Purchase, Dacca.	Mr. Agha Shahi, Representative of F.A. & C.R., Government of Pakistan.
Mr. S. M. Hassan, Joint Secretary, Ministry of F.A. & C.R.	Professor A. B. A. Halim, Vice-Chancellor, Karachi University.	Mr. A. H. M. S. Doha, P.S.P., I.G. of Police, East Bengal.	
Mr. G. Burgess, C.I.E., O.B.E., Director Civil Service Academy.			
Mr. S. N. Alam, P.S.P., Inspector General of Police, Punjab.	Sir Oliver Grace, C.I.E., O.B.E., Inspector General of Police, Karachi.	Chairman, P.S.C., East Pakistan ...	Mr. Sajjad Haider, Counsellor, Pakistan, High Commission, London.
Mr. A. B. Awan, P.S.P., Inspector General of Police, N.-W.F.P.	Mr. Sharif Khan, P.S.P., Inspector General of Police, Sind.	Mr. A. M. A. Kabir, P.S.P., Commandant, East Pakistan Rifles, Dacca.	
Mr. Bashir Ahmed, Accountant General, Punjab.	Mr. A. G. Khan, Director, Traffic, Railway Division, Government of Pakistan.	Mr. G. A. Madani, C.S.P., Secretary, Education Deptt., East Bengal Government.	Mr. A. M. Chowdhury, Educational Attache, Pakistan High Commission, U.K.
Mr. Ahmad Hasan, Commissioner of Income Tax, Lahore.	Mr. M. M. Hussain, Post Master General, Sind & Baluchistan Circle.	Mr. Alim Ali Rizvi, Accountant General East Bengal, Dacca.	
Mr. Abbasi, Chief Operating Supdt., N.W.R.	Mr. J. G. Kharas, C.S.P., Dy. Secy., Ministry of Interior.	Mr. Jalaluddin Ahmad, Commissioner of Income Tax, East Bengal, Dacca.	
Mr. A. Hamid, P.M.G., Punjab & N.W.F.P. Circle.		Chief Traffic Manager, East Bengal, Railway, Chittagong.	
		Mr. S. Nasrat Ali, Post Master General, East Bengal Circle.	

APPENDIX I-A

PAKISTAN PUBLIC SERVICE COMMISSION

PRESS NOTE

Karachi, the 2nd November, 1954

No. F. 2|25|53-E.—The Pakistan Public Service Commission announce that they have decided to make a number of changes in the Rules of the 1955 and subsequent Examinations for the Central Superior Services :—

1. In the compulsory subjects, the marks for General Knowledge will be increased to 200 and those for the Essay reduced to 100.
2. Two new optional subjects 'Constitutional Law' and 'History of the U. S. A.' each carrying 100 marks, will be added to the examination.
3. Prime Movers, Applied Mechanics, Physiology, Astronomy and Military Science will cease to be a part of the examination.
4. The maximum marks for Law, Islamic History and Culture, History of Pakistan and India, British History, European History, English Literature and Political Science will be raised to 200 each, and those for Mercantile Law, International Law, International Relations and Agriculture reduced to 100 each.
5. No candidates will be allowed to offer more than two Science subjects.

F. E. QURAISHI,

Officer on Special Duty.

APPENDIX II

SUMMARY OF EXAMINATIONS AND TESTS

(CENTRAL SUPERIOR SERVICES, CENTRAL ENGINEERING SERVICES, ETC.)

S. No.	Name of Examination	No. of Exami-nations held	No. of Candi-dates who applied	No. of Candi-dates admitted	No. of Candi-dates who actually competed	No. of Candi-dates inter-viewed	No. of Candi-dates declared successful	No. of vacancies	No. of Candi-dates actually appoint-ed	Remarks
1	2	3	4	5	6	7	8	9	10	11
1	Central Superior Services Examination, (January), 1954.	1	631	607	422	134	81	70	...	No. of candidates actually appointed was not known at the close of the year.
2	Central Superior Services Examination, (December), 1954.	1	598	569	382	...	...	...	...	The results of the written Examination had not been declared till the close of the year.
3	Central Engineering Services Examination, 1953.	1	198	185	72	43	36	35	8	1. No Examination was held in 1954. 2. The information regarding further appointments was not received, till the close of the year.
4	Mercantile Marine Training Examination, 1954.	1	83	54	43	41	18	12	12	

1	2	3	4	5	6	7		9	10	11
5	Survey of Pakistan (Class I & II) Service Examination, 1954.	1	45	39	23	14	...	7	...	The results were not announced during the year under review.
6	Civil Services of Pakistan Probationers (Final Passing Out) Examination, 1954 (January & December).	2	Jan., 54	19	19	...	10	...	...	Results not declared till the close of the year.
			Dec., 54	26	25	...	...	...	...	
7	Pakistan Foreign Service Probationers (Final Passing Out) Examination, 1954.	1	8	8	6	...	...	...	...	Results not declared till the close of the year. There were two candidates from the previous batch who had already been interviewed.
8	Police Service of Pakistan Probationers (Final Passing Out) Examinations, 1954 (July & December).	2	July, 54	23	23	...	19	...	...	Results not declared till the close of the year.
			Dec., 54	10	10	...	...	...	...	

APPENDIX III

SUMMARY OF EXAMINATIONS AND TESTS

(MINISTERIAL SERVICES)

Name of Examinations/ Tests	No. of Examinations/Tests held	No. of candidates who applied	No. of candidates admitted	No. of candidates who actually appeared	No. of candidates who qualified
Monthly Typewriting Tests	32	2703	2703	2041	777
Proficiency Tests of Stenographers, Stenotypists and Typists.	15	905	905	707	151
Proficiency Test of Urdu Typists.	1	1	1	1	1

APPENDIX IV

SELECTION BY INTERVIEW

(NUMBER OF ENGINEERING, TECHNICAL AND NON-TECHNICAL POSTS FOR WHICH REQUISITIONS WERE RECEIVED BY THE COMMISSION)

Name of Ministry/Division/ Department	Number of requisitions	Number of Posts			
		Engg.	Tech.	N. Tech.	Total
1. Agriculture	40	11	34	...	45
2. Aviation	7	...	30	...	30
3. Auditor General of Pakistan ...	...	...	...	...	...
4. Accountant General, Pakistan Revenues.	...	...	...	...	...
5. Agent to G.G. & C.C. in Baluchistan.	8	22	...	...	22
6. Cabinet Secretariat	1	...	1	...	1
7. Chief Commissioner's Secretariat.	7	3	...	7	10
8. Commerce	15	2	11	21	34
9. Communications	14	5	26	9	40
10. Constituent Assembly of Pakistan.	...	...	...	...	...
11. Defence	5	3	...	6	9
12. Education	25	7	2	29	38
13. Economic Affairs	2	...	...	8	8
14. Foreign Affairs & Commonwealth Relations.	1	...	...	1	1
15. Finance	...	...	...	...	...
16. Food	2	3	1	...	4
17. Health	21	...	39	...	39
18. Interior	4	...	7	...	7
19. Information & Broadcasting ...	8	...	...	13	13
20. Industries	14	6	8	7	21
21. Labour	6	2	3	10	15
22. Law	2	...	1	1	2
23. Kashmir Affairs	...	...	...	...	...
24. Pakistan Public Service Commission.	1	...	...	1	1
25. Refugees and Rehabilitation ...	2	1	...	7	8

APPENDIX IV—contd.

Name of Ministry/Division/ Department	Number of requisitions	Number of Posts			
		Engg.	Tech.	N. Tech.	Total
26. Revenue Division	7	3	2	11	16
27. States and Frontier Regions ...	...	...	...	...	...
28. Works Division	8	22	6	10	38
Total ...	200	90	171	141	402

APPENDIX V

SERVICE MATTERS

(SUMMARY OF CASES OF APPOINTMENTS/PROMOTIONS, DISCIPLINARY MATTERS, ETC.)

Sl. No.	Description	No. of cases pending on 1-1-54	No. of cases received from 1-1-54 to 31-12-54	No. of cases on which advice was tendered	No. of cases pending on 31-12-54	No. of cases on which Govt. have taken decision	No. of cases on which Govt. have not taken any decision	No. of cases on which Commission's advice was accepted	No. of cases on which Commission's advice was not accepted	Remarks
1	2	3	4	5	6	7	8	9	10	11
1	Appointments made without advertisement.	15	87	72	15	66	6	66	...	
2	Promotions (including promotions & Confirmations of the Provincial Civil Services officers to the Civil Service and the Police Service of Pakistan).	7	53	37	16	31	6	31	...	
3	Irregular appointments ...	...	22	12	10	12	...	12	...	
4	Disciplinary cases, including 4 cases of appeals.	...	17	12	5.	5	7	5	...	
5	Reimbursement of legal expenses	...	2	2	...	...	2	...	...	
6	Domicile	...	4	3	1	...	3	...	...	
7	Gratuity, injury and extraordinary pension.	...	1	1	...	1	...	1	...	
8	Seniority	...	7	5	2	5	...	5	...	
9	Appointment of Clerks from Subordinate offices.	...	2	2	...	2	...	2	...	
10	Excluded Cadre posts ...	3	6	6	...	5	1	5	...	
11	Recruitment Rules	3	11	3	8	1	2	1	...	

GPPK— PSC 20-5-57 750

Messrs. Hamid Noorani & Co., 59, Flaming Road, P. O. No. 473.
Messrs. Manzoor & Co. (Pakistan), Ltd., 6, The Mall.
Messrs. Mirza Book Agency, 9A, Shah Alam Market.
Messrs. Nawa-i-Waqt Publication Ltd.
Premier Book House, 4|5, Katchery Road, Near Anarkali.
Messrs. The Publishers United Ltd., 176, Anarkali.
Messrs. The Punjab Religious Book Society, Anarkali.
Messrs. The Royal Trading Agency, Gulab Manzil, Shah Alam Market.

Peshawar :—
Messrs. Ferozsons, 35, The Mall.

Rawalpindi :—
Messrs. Kutub Book Sellers & News Agents, Edwardes Road.
Messrs. The London Book Company.

Hyderabad :—
Messrs. Ameer Brothers, Hirabad.
Messrs. Educational Book Depot, Stationers & Booksellers, School Road.
Messrs. The Allies Stores, Jail Road, Near Tower.

Multan City :—
Messrs. The Multan Chamber of Commerce.

Quetta :—
Messrs. Aligarh Book Stall, Mission Road.

Lyallpur :—
Messrs. Danishmand & Co., Karkhana Bazar.
Messrs. International Agency, Gujar Basti.

Sialkot Cantt. :—
Mr. K. A. Baker, Prop., Baker Electric Press, Publishers & Law Booksellers, Baker Lodge.

Sialkot City :—
Messrs. Malik & Sons, Commercial Building, Railway Road.
Messrs. Shah & Sons, Book-sellers & Publishers.

Sukkur :—
Messrs. The Ajaib Stores, Frere Road.
Messrs. Gul Book Depot, Neemji Slope.
Messrs. N. M. Qureshi & Co., Post Box No. 33, Shahi Bazar.
Mr. Umer Hussain, Book-seller & Newspaper Agent, Wallace Ganj.

Larkana :—
Messrs. Mujahid Stationery Mart & Book-seller, Bunder Road.

II.—FOREIGN

AFGHANISTAN :—The Ambassador of Pakistan, Kabul c/o Post Master, Peshawar.
AUSTRALIA :—The High Commissioner for Pakistan in Australia, Dalton House, 115 Pit Street, Sydney.
BURMA :—The Ambassador of Pakistan, Rander House, Phayree Street. Rangoon.
CANADA :—The High Commissioner for Pakistan, 499, Wilbord Street, Ottawa.
EGYPT :—The Ambassador of Pakistan, Pakistan House, 11, Sharia Hodel, Laban, Garden City, Cairo.
FRANCE :—The Ambassador of Pakistan, 18, Rue Loard Byron, Paris.
INDIA :—The High Commissioner for Pakistan, 8-B, Hardinge Avenue, New Delhi.
The Deputy High Commissioner for Pakistan in India, Calcutta.
INDONESIA :—The Ambassador of Pakistan, 15, Djalan Tanku Umar, Djakarta.
IRAN :—The Ambassador of Pakistan, Khiaban Takhte Jamshed Kashi No. 273, Tehran.
IRAQ :—The Ambassador of Pakistan, Wazirya, Baghdad.
ITALY :—The Minister of Pakistan, 15, Via Guiseppe Mangili, Rome.
NETHERLANDS :—The Ambassador of Pakistan, Plien, 1813, No. 3, The Hague.
SAUDI ARABIA.—The Ambassador of Pakistan, Jedda.
SYRIA, LEBANON AND JORDAN :—The Minister of Pakistan, Abu Roumaneh, Damascus.
TURKEY :—The Ambassador of Pakistan, 41, Karanfil Sokaka, Yanshehir, Ankara.
UNITED KINGDOM :—The High Commissioner for Pakistan, 34|36, Lowndes Square, London, S. W. 1.
U. S. A. :—The Ambassador of Pakistan, 2201-R Street, North-west. Washington D. C.
U. S. S. R. :—The Ambassador of Pakistan. 17. Sadove Kudrinskava Street, Moscow.